

EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS, INC.
TUCSON, AZ

June 1, 2006 – May 31, 2007

FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCE(S) UTILIZED TO FILL THE VACANCY (INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION)	NUMBER INTERVIEWED	NUMBER HIRED
1	Account Manager	1/1/2006	6/5/2006	Employee Referral	2	1
				KVOA.Com	2	0
2	PT Weekend Editor	5/23/2006	6/16/2006	Intern	1	1
				KVOA.Com	4	0
				Pima College	1	0
				Employee Referral	1	0
3	PT Editor	5/23/2006	6/20/2006	Intern	1	0
				KVOA.com	4	1
				Pima College	1	0
				Employee Referral	1	0
4	Account Manager	3/1/06	6/26/06	Employee Referral	1	0
				Other Referral	2	1
				KVOA.com	1	0
5	Reporter	5/23/06	7/6/06	KVOA.com	2	0
				TV Jobs.com	3	0
				Employee Referral	1	1
5	Photographer	6/10/06	7/31/06	TV Jobs. Com	4	1
				KVOA.Com	3	0
				Media Line	2	0
				Employee Referral	1	0
6	Photographer	7/21/06	7/31/06	TV Jobs.Com	4	1
				KVOA.Com	3	0
				Media Line	2	0
				Employee Referral	1	0
7	Traffic Assistant	5/30/06	7/17/06	KVOA.com	5	1
				Tucson Help Wanted. Com	11	0
				Employee Referral	1	0
8	Assignment Editor	7/12/06	8/14/06	KVOA.Com	1	1
				Employee Referral	1	0
9	Account Manager	7/1/06	8/1/06	KVOA.com	3	0
				Employee Referral	3	1
10	PT Studio Asst	8/10/06	8/29/06	KVOA.Com	2	1
11	PT Studio Asst	8/14/06	9/5/06	KVOA.Com	1	1
				U OF A Job Placement	1	0
12	Photographer	7/21/06	10/2/06	TV Jobs.com	4	0
				KVOA.Com	3	1
				Media Line	2	0
				Employee Referral	1	0
13	Traffic Assistant	8/15/06	9/18/06	KVOA.com	3	0
				Tucson Help Wanted.com	4	0
				Employee Referral	3	1
14	PT Editor	8/28/06	9/25/06	KVOA.com	3	1
				Job Fair	1	0
15	PT Editor	8/28/06	9/27/06	KVOA.com	3	0
				Job Fair	1	1

16	Reporter	9/7/06	9/22/06	KVOA.com	2	0
				TV Jobs.com	3	0
				Employee Referral	1	1
17	Photographer	8/1/06	10/16/06	Employee Referral	2	1
				TV Jobs.com	2	0
18	Editor	10/1/06	10/16/06	Employee Promotion	1	1
				Employee Referral	1	0
				KVOA.com	1	0
				TV Jobs.com	2	0
19	Investigative Producer	6/12/06	10/18/06	TV Jobs.com	4	1
				KVOA.com	3	0
				Employee Referral	2	0
				KVOA Employee	1	0
				IRE.com	1	0
20	PT Studio	10/12/06	10/27/06	KVOA.com	1	1
21	PT Editor	11/2/06	11/10/06	Employee Referral	1	1
22	Payroll Clerk	10/3/06	11/20/06	AZ Daily Star	5	0
				Career Builder.com	3	1
				COPD	1	0
23	PT Studio	11/1/06	11/27/06	U of A	2	1
24	Account Manager	9/4/06	12/1/06	Employee Referral	3	1
				Intern	1	0
25	PT Prod Asst	11/16/06	12/04/06	KVOA.com	1	1
26	Account Manager	12/1/06	12/18/06	KVOA.Com	2	0
				Employee Referral	1	1
				Intern	1	0
27	Sports Anchor	11/10/06	1/10/07	AZ Daily Star	2	0
				TV Spy	2	1
28	Sports Reporter	12/21/06	1/17/07	Employee Referral	1	1
				TV Spy	1	0
29	PT Studio Asst	12/1/06	1/25/07	KVOA.com	2	1
30	PT Studio Asst	2/2/07	2/7/07	KVOA.com	1	1
31	Producer	1/1/07	2/12/07	Employee Referral	2	1
				TV Spy	5	0
				KVOA.com	1	0
32	Producer	2/14/07	3/21/07	KVOA.com	1	1
				TV Spy	4	0
33	Senior Producer	9/7/05	3/26/07	Employee Referral	1	1
				TV Jobs.com	1	0
				KVOA Employee	1	0
				Pima County One Stop Center	1	0
				KVOA.com	2	0
				TV Week Magazine	1	0
34	News Producer	2/1/07	4/9/07	TV Spy	4	1
35	PT Studio Prod Asst	5/11/07	5/31/07	U of A Job Link	1	1
36	Bldg Maint.Tech	4/27/07	5/18/07	Career Builder.com	4	1
				Arizona Daily Star	2	0

KVOA COMMUNICATIONS, INC.

**LONGER TERM RECRUITMENT INITIATIVES
IMPLEMENT FOR PERIOD JUNE 1, 2007 – MAY 31, 2007**

NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	3/10/03-Ongoing	College Intern Program	Expose college students to television news environment	Host interns from area colleges who are majoring in broadcasting for credit hours. Involve in writing, producing and editorial process.	Kathleen Choal-News Director; Ryan Morris-Producer/Intern Coordinator
2	7/19/06	Marketing Students Seminar/Tour	Mentored students in News, Sales & Marketing	Toured building and explained operations in the three areas	Kathleen Choal-News Director; Evan Pappas-General Sales Manager
3	9/20/06	Career Fair	Participated in the U of A Fall Career Days	Recruited applicants for producers, photogs, Account Managers & PT Editors	Kathleen Choal-News Director; Dave Kerrigan-Operations Manager; Linda Tremelling-Business Manager
4	10/11/06	Career Fair	Participated in the Pima Community College Job Fair	Recruited applicants for producers, photogs, Account Managers & Payroll Clerk	Kathleen Choal-News Director; Yvette Perez-Marketing Manager; Dave Kerrigan-Operations Manager; Linda Tremelling-Business Manager
5	10/28/06	Bear Essential News for Kids	Kids mentoring program.	KVOA hosts a weekend workshop in our studio for over 200 kids. KVOA Staff and Management teach them the basics of reporting and anchoring. Then throughout the year, the kids return to the station on a monthly basis to tape their reports which air on KVOA every week. This year over half the kids were minorities from schools throughout the metro area.	Lacy Collins-Weekend Sports; John Overall-Weekend Anchor; Ray Montano, Matt Smith-Production personnel & Dave Sabo- Building Maintenance
6	11/8/06	Pizza with a Professional	College mentoring	Answering questions for 40 to 50 college students that may help them choose majors or career fields	Todd Kuntz-Weekend Weather; Lorraine Riviera-Reporter
7	1/17/07	Career Fair	Participated in The Tucson Indian Center Job Fair	Recruited applicants for Producers, PT Traffic & PT Studio Production Asst	Linda Tremelling-Business Manager
8	2/8/07	Career Day	Tortolita Middle School	Presented to 3 different classes day to day expectations, training, and education needed, advantages and disadvantages and related careers in broadcasting. Concentrated on media and advertising	Evan Pappas-General Sales Manager

9	3/22/07	Internship Career Fair	Participated in the U of A internship career fair	Collected resumes for summer and fall internships	Emily Morris-Executive Producer & Internship Coordinator
10	4/12/07	Career Fair	Sponsored Career fair at Pima Community College	Recruited applicants for News Producer, Traffic Reporter, News Reporter & Topical Producer	Linda Tremelling-Business Manager
11	4/12/07	Talent Coach	Helped Youth of the Year Winner with speech and how to present her speech	Met with the Youth of the Year Winner for Tucson	Lupita Murillo-Reporter
12	5/4/07	Greater Tucson Leadership Media Class	Senior management hosted media class in KVOA studios	Hosted 35 community leaders involved with non-profits, educational institutions, and government entities to present an overview of local television station's news and programming. Additionally the different jobs and skills sets needed for employment in television.	Gary Nielsen-President and General Manager, Kathleen Choal-News Director, Martha Vazquez-Talent and Reporter, Dave Kerrigan-Operations Manager, Yvette Perez-Director of Marketing and Communications, Dottie Diaz-Traffic Manager
13	5/18/07	Guest Speaker	5 th Grade Class - Faras Elementary School, Pirtleville, AZ	Discussed news reporter career, the importance of getting a college education and the need to chase your dreams	Lorraine Rivera-Reporter
14	5/31/07	Career Fair	Sponsored career fair with Tucson Urban League and Comcast	Recruited applicants for Topical Writer/Producer, News Producer, News Reporter, Traffic Reporter, PT Studio Production Assistant, Dayside Assignment Editor, News Photographer, News Cast Editor, Account Manager	Linda Tremelling-Business Manager; Kathleen Choal-News Director; Dottie Diaz-Traffic Manager; Dave Kerrigan-Operations Manager

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
E-MAIL			
Tucson Women's Commission 240 N. Court Ave. Tucson, AZ 85701	Sandy Davenport FAX: 624-5599 FEL: 624-8318 PCTWC@MINDSPRING.COM	YES	0
Chicanos Por La Causa Employment Specialist 200 N. Stone Ave. Tucson, AZ 85701	Christine Abeyta FAX: 884-9007 TEL: 882-0018 Ext. 279 Christine.Abey@cplc.org	YES	0
National Assoc. of Black Journalists University of Maryland 8701-A Adelphi Road Adelphi, MD 20283	Post on Wednesdays @ www.nabj.org	YES	0
NAACP Tucson Branch 2160 N. 6 th Ave. Tucson, AZ 85705	Clarence Boykins TEL: 622-8277 Clarence540@aol.com	YES	0
National Urban League 120 Wall Street New York, NY 10005	Sharris@nul.org	YES	0
Scottsdale Community College 9000 East Chaparral Road Scottsdale, AZ 85253	Raymond Dixon Post on Web@ www.scottsdalecc.edu/career	YES	0
Tucson Urban League 2305 S. Park Ave. Tucson, AZ 85713	Donna Bakerx FAX: 623-9364 TEL: 791-9522 dbakerx@csd.pima.gov	YES	0
Tucson Indian Center 705 N. Main Ave. Tucson, AZ 85705	Benny M. McCabe FAX: 884-0240 TEL: 884-7131 Benmcabe@hotmail.com	YES	0
National Association of Hispanic Journalists 1000 National Press Blvd. 529 14th MW Washington D.C. 20045-2001	NAHJ Job Bank FAX: 202-662-7144 TEL: 202-662-7168 jobbank@nahj.org	YES	0
Family Support Center 3500 S. Craycroft Rd. Bldg. 3210 Davis-Monthan, AFB, AZ 85707	Tom E. Reardon, MA, CFLE FAX: 228-5622 TEL: 228-5690 Tommie.reardon@dm.af.mil	YES	0
Mississippi University for Women 1100 College St. MUW-1624 Columbus, MS 39701	Towanda Williams Fax: 662-329-7192 Tel: 662-241-7619 twilliams@MUW.edu	YES	0
Fred G Acosta Job Center 901 S. Campbell Ave. Tucson, AZ 85719	Laura Gonzales TEL: 879-9234 Allmom.natasha@jobcorps.org	YES	0

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
MAIL			
D.E.S. Vocational Rehabilitation 400 W. Congress #420 Tucson, AZ 85701	Edna M. Gilliland TEL: 628-6810	YES	0
Concerned Media Professionals 240 N. Court Avenue Tucson, AZ 85701	Pila 624-8318	YES	0
Goodwill Industries of So. Arizona Inc. 1940 W. Silverlake #405 Tucson, AZ 85713	Annette Ferraioli TEL: 623-5174	YES	0
Tetra Corporation P.O. Box 50544 Tucson, AZ 85703	Mary Lespron TEL: 622-4874 Ext. 130	YES	0
Tucson Black Chamber of Commerce 1630 N. Stone Ave. Tucson, AZ 85705	Shirley Hockett	YES	0
Community Outreach Prog for the Deaf & Blind 268 W. Adams St. Tucson, AZ 85705	Jane Kiser-Schmidt	YES	1
Tohono O'odham Nation PO Box 837 Sells, AZ 85634	Judy Burgard	YES	0
AZ Commission of Indian Affairs 1400 W Washington Ste 300 Phoenix, AZ 85703	Lorie Wells Tel: 602-542-3123 Fax: 602-542-3223	YES	0
KUAT Communications University of Arizona Tucson, AZ 85721	Terri Sweet 621-5828	YES	0

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
FAX			
Dept. of Economic Security 5441 E. 22 nd Street Tucson, AZ 85711	David J. Balderyama FAX: 584-9567 TEL: 584-8172	YES	0
Gospel Rescue Mission 312 W. 28 th St. Tucson, AZ 85713	Jenny Coverdale FAX: 622-5880 TEL: 622-3495	YES	0
Pima Community College 4905 C. E. Broadway Blvd. Tucson, AZ 85711	Mary Holmes FAX: 206-4566 TEL: 206-4596	YES	2
Pima County One Stop Career Center Tucson, AZ 85705	Mario Somaza FAX: 798-0599 TEL: 798-0500	YES	1
P.H.A.S.E. 1230 N. Park Ave. #209 Tucson, AZ 85705	Bonnie Garrison FAX: 621-5008 TEL: 621-3902	YES	0
ACAP Job Assistance Center Dept. of the Army United States Army Intelligence Fort Huachuca, AZ 85613	Angela Baker FAX: 520-533-7059 TEL: 520-533-5764	YES	0

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
E-MAIL			
AWRT-Tucson Chapter	Katrina@adwiz.com	NO	0
Tucson Advertising Federation	membership@tucsonadfed.org	NO	0

MAIL			
Chicano/Hispanic Student Affairs Economics 23 PO Box 210023 Tucson, AZ 85721	Leona R. Puente	NO	0
LULAC PO Box 2443 Tucson, AZ 85702	Richard Fimbres	NO	0
Access Tucson 124 E. Broadway Blvd. Tucson, AZ 85701	Sam Barron	NO	0
Jackson Employment Center 300 E. 26 th St. Tucson, AZ 85713	n/a	NO	0
KQTL 2955 E. Broadway Blvd. Tucson, AZ 85716	Richard Rocha	NO	0
Pascua Yaqui Tribe 7474 S. Camino de Oeste Tucson, AZ 85746	Carmen Thomas, HR Director	NO	0
Emanuel Grace Church 1440 Camino del Sierra Tucson, AZ 85713	Minister Charles Watkins	NO	0

RECRUITMENT SOURCES – SISTER STATIONS

STATION	CONTACT	INTERVIEWED
FAX		
KVOA PO Box 5188 Tucson, AZ 85703	Linda Tremelling, Business Manager	
KXLF 1003 S. Montana Butte, MT 59701	Pat Cooney, General Manager FAX: 406-782-8906 TEL: 406-496-8400	
KRTV Hwy 87, PO Box 2989 Great Falls, MT 59404	Bill Preston, General Manager FAX: 406-791-5479 TEL: 406-453-2431	
KPAX PO Box 4827 Missoula, MT 59801	Bob Hermes, General Manager FAX: 406-543-7111 TEL: 406-543-7106	
KTVQ PO Box 2557 Billings, MT 59103	Monty Wallis, General Manager FAX: 406-252-9938 TEL: 406-252-5611	
KOAA 2200 7 th Ave. Pueblo, CO 81003	Evie Hudson, Business Manager FAX: 719-295-6685 TEL: 719-544-5781	
KATC PO Box 63333 Lafayette, LA 70506	Kathy Schexnayder, Business Manager FAX: 337-235-9363 TEL: 337-235-3333	
KRIS 409 Staples St. Corpus Christi, TX 78401	Frank Smith, General Manager FAX: 361-887-6666 TEL: 361-886-6100	
WLEX PO Box 1457 Lexington, KY 40591	Sandy Byron, Business Manager FAX: 859-254-1272 TEL: 859-226-7600	
KSBY 1772 Calle Joaquin San Luis Obispo, CA 93405	Kathy Yeakel, Business Manager FAX: 805-541-5142 TEL: 805-541-6666	

RECRUITMENT SOURCES

RECRUITMENT SOURCES	INTERVIEWED
kvoa.com	60
KVOA Employees	2
KVOA Temporary Employees	
KVOA Former Employee Rehire	
KVOA promotion within the station	1
KVOA Employee Referral	32
cordillera.tv/admin	
careerpage.org	
tvjobs.com	27
medialine.com	6
career.arizona.edu	
promax.org	
Internet Websites	3
Other Profession Job Websites	
Spots 'n Dots	
Graeme Newell's	
Career Builders	4
Talent Dynamics	
Local TV Station	
University of Arizona	4
University of Arizona Internship Program	4
Arizona Daily Star Newspaper	9
Tucson Citizen Newspaper	
Other Referral	2
Agency Referral	
Tucson Help Wanted.com	15
IRE.com	1
TV Spy.com	16
TV Newsgigs.com	
Job Fairs	2
TV Week Magazine	1